



POLICY

Awarding grants/providing financial assistance

DRAFT @ Sptember 2023

(in accordance with the Welsh Language Standards 75,76A,78,79, 100)

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If you or someone you know would like this document in an alternative format please contact the Diversity Officer at diversity@nptcgroup.ac.uk or on 01639 648175.

1. Context

1.1_The relevant standards from the Welsh Language Standards (No.6) Regulations 2017 are:

Any documents that you publish which relate to applications for a grant or financial assistance, must be published in Welsh, and you must not treat a Welsh language version of such documents less favourably than an English language version
(Standard 75)

When you invite applications for a grant or financial assistance, you must state in the invitation that applications may be submitted in Welsh and that any application submitted in Welsh will be treated no less favourably than an application submitted in English. **(Standard 76A)**

You must not treat applications for a grant or financial assistance submitted in Welsh less favourably than applications submitted in English (including, amongst other matters, in relation to the closing date for receiving applications and in relation to the timescale for informing applicants of decisions). (Standard 76A)

If you receive an application for a grant or financial assistance in Welsh and it is necessary to interview the applicant as part of your assessment of the application you must — (a) offer to provide a translation service from Welsh to English to enable the applicant to use the Welsh language at the interview, and (b) if the applicant wishes to use the Welsh language at the interview, provide a simultaneous translation service for that purpose (unless you conduct the interview in Welsh without a translation service). **(Standard 78)**

When you inform an applicant of your decision in relation to an application for a grant or financial assistance, you must do so in Welsh if the application was submitted in Welsh. **(Standard 79)**

You must produce and publish a policy on awarding grants or financial assistance (or, where appropriate, amend an existing policy) which requires you to take the following matters into account when you make decisions in relation to the awarding of a grant or providing financial assistance -

(a) what effects, if any (and whether positive or negative), the awarding of a grant or providing financial assistance would have on -

(i) opportunities for persons to use the Welsh language, and

(ii) treating the Welsh language no less favourably than the English language;

(b) how the decision could be taken or implemented (for example, by imposing conditions of grant) so that it would have positive effects, or increased positive effects, on -

(i) opportunities for persons to use the Welsh language, and

(ii) treating the Welsh language no less favourably than the English language;

(c) how the decision could be taken or implemented (for example, by imposing conditions of grant) so that it would not have adverse effects, or so that it would have decreased adverse effects on -

(i) opportunities for persons to use the Welsh language, and

(ii) treating the Welsh language no less favourably than the English language;

(d) whether you need to ask the applicant for any additional information in order to assist you in assessing the effects of awarding a grant or providing financial assistance on -

(i) opportunities for persons to use the Welsh language, and

(ii) treating the Welsh language no less favourably than the English language.

(Standard 100)

1.2 If any member of staff requires assistance with understanding or implementing this policy, particularly where the reasons for this are related to disability, religion or belief, sex, gender reassignment, sexual orientation, pregnancy or maternity, marriage or civil partnership, age or race they should contact the Senior Officer: Diversity or HR Unit, in the first instance for advice.

2. Status

Approved

3. Policy

3.1 Applying Welsh Language Standards 75,76A,78,79, 100 at NPTC Group of Colleges:

In line with the Welsh Language Commissioner's 'Policy on awarding grants: Good practice advice' document, the College will take the following matters into account when it makes decisions in relation to awarding a grant or providing financial assistance, be it during the promotion stage, the application stage, interviewing (where relevant), decision-making, or awarding the grant or financial assistance and any follow-up with the applicant.

Adhering to the checklist in **Section 6.2** below will ensure that the College:

- publishes all application and guidance materials in Welsh
- respects individuals' language preference throughout the application process
- identifies any impacts on the Welsh language (positive, negative or both)
- notes ways of promoting the Welsh language, including the use of Welsh
- reduces any adverse impacts on the Welsh language

- implements conditions on any grant or financial assistance in respect of the Welsh language where this is deemed necessary.

3.2 Categories of grants and financial assistance

Currently, the College itself does not award grants or financial assistance – but the College does administer assistance to students on behalf of the Welsh Government (through the Financial Contingency Fund) and the College, therefore, has a duty to check that the specific terms and conditions of the grant/financial assistance include Welsh language considerations.

Provided annually by the Welsh Government, the Student Support and Inclusivity department manages the FCF, aimed at removing barriers to learning for learners in financial hardship. Access to financial support via this fund will depend on household income and individual circumstances. Students who are eligible for the Educational Maintenance Allowance (EMA) for 16- to 18-year-olds, or the Welsh Government Learning Grant (WGLG) for those learners aged 19 years and over can apply for further financial support from the FCF.

If, in future, the College were to award grants/financial assistance that it has funded itself, then this policy would apply.

If, in future, the College were to award grants/financial assistance on behalf of organisations that do not fall within the scope of the Welsh Language (Wales) Measure 2011 and there are no specific terms and conditions in relation to the Welsh language set out in the grant/financial assistance, then this policy and its requirements would apply if the College were involved in the decision-making process in any way.

4. Procedure

4.1 Guidance for Student Support and Inclusivity staff administering the FCF:

The Welsh Language Standards (No.6) Regulations 2017 place a statutory requirement on the College to ensure all grants and financial assistance issued by it consider whether there are ways the initiative could be amended to include more positive impacts on the Welsh Language or if actions could be included to decrease negative impacts or eradicate them altogether.

In complying with this statutory requirement, consideration of applications must include the possible impact of the grant or financial assistance on the following areas:

*- opportunities for persons to use the Welsh Language
e.g. students, staff, residents and visitors*

- *impact on the number of Welsh speakers*
e.g. *Welsh-medium education, study opportunities, links with the Welsh Government's Cymraeg 2050 Strategy / links with Curriculum developments in support of the Coleg Cymraeg Cenedlaethol Welsh Language Strategy,*

- *opportunities to promote the Welsh language*
e.g. *status, use of Welsh language services, use of Welsh in everyday life in work, on campuses, and in the community. Active promotion of the use of our services in Welsh to see an increase in demand over time.*

- *treating the Welsh language no less favourably than the English language*

The Student Support and Inclusivity team will assess applications and may ask further questions where necessary or they may impose a condition of grant that would require the completion of a specific action to ensure more positive impacts on the Welsh Language.

4.2 Terms and Conditions:

We suggest the following should be included in all terms and conditions that the College issue for grants and financial assistance:

This grant/financial assistance is awarded in line with the requirements of our Policy on Awarding Grants, published to ensure compliance with the Welsh Language Standards (No.6) Regulations 2017, under the Welsh Language (Wales) Measure 2011.

And where relevant:

In order to satisfy the requirements of these terms and conditions you must comply with the below

- *<<insert specific conditions of grant in relation to the Welsh language>>*

or

- *<<list agreed actions that the applicant has noted to ensure positive impacts, or to reduce negative impacts (these will have been discussed during the decision-making stage). >>*

It may be appropriate in some instances to impose a condition on a grant or some forms of financial assistance to ensure more positive impacts on the Welsh language. This could be as simple as requiring applicants to display bilingual signage, to publish annual reports in both Welsh and English, or that activities are provided in Welsh.

Any requirements to report on the use of the grant or financial assistance should also include a requirement to report on the Welsh language impacts.

4.3 Definition of Impacts

Negative or Adverse Impact:

This is where it is identified that an initiative (or some aspect of it) may have a negative impact on the Welsh Language by reducing opportunities for persons to use the language, reducing the number or percentage of Welsh speakers, treating the Welsh language less favourably than the English language or not promoting it.

A negative impact may be entirely unintentional and only become apparent when research or consultation takes place or by seeking advice from relevant Policy Officers.

A negative impact may also occur when an initiative is removed or no longer continued. Therefore, these matters should be considered during the decision-making process of an application.

Positive Impact:

This is where it is identified that an initiative (or some aspect of it) may have a positive impact on the Welsh Language by increasing opportunities for persons to use the language, promoting the Welsh Language, increasing numbers or percentage of Welsh speakers or treating the Welsh language more favourably than the English language.

No impact/Negligible:

This is where it is identified that an initiative (or some aspect of it) may not have any impact on the Welsh Language.

5. Monitoring

This Policy forms an annexe to the College's wider Welsh Language Policy and will be monitored by the Assistant Principal: Curriculum and the Director of Bilingualism at quarterly meetings of the Bilingualism Working Group.

6. Review

This Policy will be reviewed triennially by the Bilingualism Working Group. Next Review Date: October 2026.

6. Appendices

6.1 Appendix 1: Assessment Framework



APPENDIX-1-
Assessment Framework

6.2 Appendix 2: Checklist



APPENDIX-2 -
Checklist.docx

6.3 Appendix 3: Welsh Language Commissioner's 'Policy on awarding grants: Good practice advice' document



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awarding grants gu